



## **Introducing 2022 MCG LEADS**

### **An Enhanced Leadership Development Program For All Employees**

Dynamic leadership can elevate an organization to new heights, and positively impact everyone in the process—the residents we serve, our colleagues, and all employees. But how can these leadership skills be strengthened throughout MCG? It takes an effective and inclusive leadership development program.

The Office of Human Resources (OHR), in partnership with the Leadership Development Working Group (LDWG), is excited to announce 2022 program offers for MCG LEADS -- an enhanced leadership development program for all employees. This program is based on feedback from the 2020 County-wide employee survey and builds on the success of its award-winning predecessor, MLS LEADS.

The LDWG is a cross-departmental group of employees representing all levels of the MCG workforce. This group meets monthly to plan MCG LEADS trainings, develop program communications, and provide input on leadership development initiatives.

### **MCG LEADS Purpose**

The overarching purpose of MCG LEADS is to develop employees' leadership skills to deliver the highest quality services to Montgomery County residents. Additional goals include:

- Building the skills and strategies needed to be successful MCG leaders through experiential learning, educational opportunities, networking, coaching and mentorship.
- Offering leadership learning experiences to foster engagement, collaboration, and real-world application.
- Encouraging cross-departmental collaboration to break down barriers and build partnerships between departments.

## Upcoming Leadership Development Training

MCG LEADS is an exciting program that offers a wide variety of leadership training classes and events to **all employees**. Whether you are seeking to gain leadership skills in your current position or prepare for future leadership opportunities, there are many MCG LEADS opportunities available to you. Below is a sample of some of the leadership development events and classes in 2022. Classes and events are available on a first come, first served basis.

**To register:** Log on to the AccessMCG portal and go to Employee Self Service, then Learner Home. Under the Search field “Class,” enter the registration keyword.

Leadership Conferences		
Gain new leadership skills and connect with your colleagues across the organization in these lively, engaging events!		
Conference	Date	Time
Aspiring Leaders Conference <i>Registration keyword: Conference</i>	10/13/2022	9 am – 1 pm
Supervisors and Managers Conference <i>Registration keyword: Conference</i>	4/7/2022	9 am – 1 pm
Administrative and Service Professionals Conference <i>Registration keyword: Conference</i>	4/27/2022	9 am – 1 pm

Aspiring Leaders Discussion Group	
The Aspiring Leaders Discussion Group introduces the essentials of effective leadership to equip employees, supervisors, and managers to lead from where they are within their organization. Bi-monthly programs center around TED Talks, books, articles, podcasts, leadership assessment tools, YouTube videos, and other forms of multi-media technology. <i>Registration keyword: Discussion</i>	
Date	Time
3/1/2022	1 – 2 pm
3/24/2022	
5/19/2022	
9/15/2022	
11/10/2022	

### Our Montgomery Program

The goal of the *Our Montgomery* programming is to connect employees to a particular topic relevant to their work, provide opportunities to learn from peers in other departments doing exemplary work, and discover how their work has impact in the community. Programs are interactive and resources-rich; they are offered twice a year. Last year's topics highlighted several Montgomery County Government staff accomplishments which occurred during the pandemic and how staff have successfully utilized data in their work. [Registration keyword: Montgomery](#)

Date	Time
April 14, 2022	10-11:30 am
November 2, 2022	

### Aspiring Leader Small Group Interactive Training

These sessions, led by OHR's Program Manager/Senior Fellow Amy Harbison, a certified coach/communications strategist, focus on key leadership topics and provide an opportunity for learning mixed with smaller group exchanges.

Training	Date	Time
The Superpowers of Introverts <a href="#">Registration keyword: Superpowers</a>	3/23/2022	Noon – 1 p.m.
The Gift of Failure <a href="#">Registration keyword: Gift</a>	4/14/2022	
What's Next for You? Intentional Career Growth <a href="#">Registration keyword: Growth</a>	5/24/2022	
Giving and Getting Feedback <a href="#">Registration keyword: Feedback</a>	6/15/2022	

### Meditation for Aspiring Leaders

This past year has been a difficult one and has affected many aspects of our lives. Work has become more challenging and, in some circumstances, more all-encompassing, with virtual work blurring the lines between our personal and vocational lives. It is even more important, therefore, that we take time for personal reflection to decompress, reduce stress, and relocate our “center.” [Registration keyword: Meditation](#)

Date	Time
3/9/2022	Noon – 12:30 pm
3/23/2022	
4/27/2022	
5/11/2022	
5/25/2022	
6/15/2022	

### Aspiring Leader One-on-One Coaching

Attendees of the Aspiring Leaders events are invited to contact OHR Program manager and certified coach Amy Harbison for a complimentary and confidential one-hour coaching session, to think through or brainstorm about any topic related to professional/leadership development, career strategy, or other work-related issue.

Remember, all classes are on a first come, first served basis. To schedule a session, contact Amy at [amy.harbison@montgomerycountymd.gov](mailto:amy.harbison@montgomerycountymd.gov).

### MCG LEADS Mentoring Experience

The County-wide MCG LEADS Virtual Mentoring Experience will kick off in March 2022. Employees in grades 16-25 are eligible to participate in the six-week program but must complete an application and obtain supervisor and department director (or department director designee) approval. There is limited space available, and all applications not selected to participate in the March session, will be automatically entered to participate in the following session in the Fall 2022. Registration information will be sent to directly to eligible employees via email.

## MCG Delivers



MCG Delivers is a project-based program that challenges an assembled team to address a real-world problem or issue facing our organization. One or two project teams with up to ten participants are selected and include MCG employees with high potential for future leadership roles. For 2022, MCG Delivers team members are working together to create a countywide supervisor and manager orientation program.

MCG Delivers is not open to new applicants currently. Stay tuned for this program to grow and expand to more employees throughout MCG!

## About the LDWG

Special thanks to the Leadership Development Working Group (LDWG) members who meet monthly to plan MCG LEADS trainings, develop program communications, and provide input on I

### LDWG Members

Sheronda Baltimore/Procurement, Anita Brady/OHR, Laura Chapman/OHR, Boris Brajkovic/BOE, Adriane Clutter/Recreation, Ian Clark/Police, Amy Harbison/OHR, Teddy Ramet/OHR, Srivalli Subbaramaiah/County Council, Katie Kasunic/OHR, Susanne Brunhart-Wiggins/TEBS, Anna (Juan) Ye/TEBS, Lindsay Shaw, DEP, Melanie Mason/OHR, Barbara McClayton/MCPL, Victor Salazar/Permitting Services, Dwane Jenkins/Public Information/MC311 and Brian Roberts/Public Information/MC311, Sogand Seirafi/DOT, Deborah Milo/DHHS, Steven Wright/DHHS, Berke Attila/OHR, David Del Pozo/HHS

## Questions and Feedback

MCG LEADS is Montgomery County Government's leadership development program. If you have questions, please email [Anita.Brady@montgomerycountymd.gov](mailto:Anita.Brady@montgomerycountymd.gov). MCG LEADS events may be photographed or videotaped for use on in the County's future MCG LEADS communications.

MCG LEADS training is constantly evolving! If you have a suggestion for a leadership training topic or have other feedback to offer, please email [Anita.Brady@montgomerycountymd.gov](mailto:Anita.Brady@montgomerycountymd.gov).

## Americans with Disabilities Act (ADA) Accommodations

Please contact the Office of Human Resources, Training Division, at 240-777-5116 or email [OLM.Admin@montgomerycountymd.gov](mailto:OLM.Admin@montgomerycountymd.gov) at least five (5) full business days prior to an event to request any reasonable accommodations to participate in the event. This includes, but is not limited to, requests for sign language interpreters and other auxiliary aids or services. In all situations, a good faith effort (up until the time of the event) will be made to provide accommodations.

